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Copy

1950-51 **File No.** S-37/42

B CLASS P.W.

E (11)

DEPARTMENT

BRANCH

Subject:— Demands of Govt Peons & Inferior Servants Union

BLK 1951

File No. S-37/42 E B(11)

Ed. Secrt. Blp. 94 A

Std. Sectt. 78 e.

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. S. 37/42

P.W DEPT.

E (II) BRANCH.

References :—

Copies from the main file B(m) 1951 are supplied by this Region

Date.	To whom sent.	Notes and instructions.

S.37/42/782

E. B. (II). P. W. Deptt.

The points discussed by Mr. Jhabwalla, President and Mr. Fakir Mohamed, Vice-President of the Govt. Peons and Servants' Union at the interview held on the 23-12-49 have been briefly noted below. The remarks called for from the S.E., C.C., on the demands have not yet been received though he was last expedited on the 22-12-49.

Resolution No. 1 :- All the temporary P. W. D. employees in the Poona Dist. should be made permanent.- Reports from all the officers have now been received and are under consideration.

As regards bringing the daily rated staff in the pt. estabt., the question is under consideration of Govt. separately in file No. 9095/36. Further information in respect of different categories was called for. Information from the S.E., C.C., is still awaited and he was last expedited on the 2012-49.

S.E.C.C.should be expediated.
Id/-
19/1/50.

Resolution No. 2 :- The P. W. D. employees should get d.a. as per recommendations of the Pay Commission.- The persons on the work-charged, temporary and pt. estabts., get d.a. according to the esisting Govt. orders

As regards whole time daily rated staff Govt. has sanctioned separate rates of d.a. vide G.R., F. D., No. 174-A, dated the 1-3-49. In the case of daily rated staff exployed casually, the rates of pay depend on the prevalent market rates which include an element of D. A. If approved, the S.E., C. C., may be requested to elucidate if d.a. to the whole time daily rated staff is paid according to the above G. R.

Yes.
Id/-
19/1/50.

Resolution No. 4 6- The P. W. D. employees in the Poona Dist. should get increase in the flat rate.- The increase in the flat rates as proposed by the President at the interview is rather high. In the case of the Dapuri Workshop employees (in file 1004/48) the mimimum and maximum of the daily basis wage has been arrived at by dividing by 30 days the minimum and maximum of the revised saale. The statement below gives

an idea of the difference in basic wage as at present drawn, the wages proposed by the President and wages arrived at as indicated above.

Category of estabt.	Revised pay scale exclusive of D. A.	Present wages inclusive of D. A.	Proposed wages by the Union.	Wages arrived at as indicated above. Minimum	Maximum.
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	Rs.
(1) Cooly.	30-1/2-35,	1-13-0	2-5-0	1-0-0	1-3-0
(2) Mason.	45-1-50-2-70.	3-0-0	3-8-0	1-8-0	2-5-0
(3) Carpenter.	-do-	3-0-0	3-8-0	1-8-0	2-5-0
(4) Painter.	-do-	3-0-0	3-8-0	1-8-0	2-5-0
(5) Polishman (B. C.)	45-1-50-2-60.	3-0-0	3-8-0	1-8-0	2-0-0

It will thus be seen that the basic wages drawn by the above category is already inflated. The Presidents request to further increase the wages as proposed in Col. 4 above will, therefore, have to be negatived.

Resolution No. 3 :- The temporary hands must get the benefits of pt. hands until they are made pt.- The concessions enjoyed by the pt. estabt. viz., leave, counting of service towards pension, etc., are not admissible to the daily rated staff as this staff is engaged for a specific job and its cost is debitable to the work concerned. On account of the casual nature of the work the daily rated staff is engaged at higher rates of pay than admissible to the permanent staff. The President may, therefore, be informed that his request cannot be granted.

Yes Id/- 19/1

Resolution No. 5 :- The employees that are permanently working in Bungalows as Malis should be taken on the work -charged estabt.- The President has explained that by this reso. it was intended that malis attached to Govt. Presidential bungalows should be given continuous employment. This resolution has been dealt with at length in the O. N., dated the 15-11-49. Attention in this connection is also invited to para. 4 of the O. N., dated the 27-5-49 in File S. 92-XXXI. The President's request to take over the gardens and that the malis be paid by Govt. cannot be agreed to and he may be informed accordingly.

I agree. Id/- 19/1

Resolution No. 6 :- The contract system should be stopped and the work should be taken directly from employees. A report in this connection has been called for vide pp. 21-22 ante. The S. E. has also been again expedited on the 22-12-49.

The S.E. may be expedited again.
Id/-
19/1

It may, however, be observed that it would not be feasible to eliminate the piece-work of contract system as pointed by the D.S. to the President. The contract system is absolutely essential for the quick construction.

As regards the President's suggestion to eliminate the middleman's profit i.e. piece-work, it is not understood how this would affect the workers. The President may, if approved, be informed that this proposal to stop the contract system is not feasible.

Yes
Id/-
19/1

Resolution No. 7 :- The Steam Road Roller Drivers and Engine Drivers should get a revised pay of Rs. 100-5-125-6-155. The file has since been received back from the A. & F.D. Information called for in G. L. No. 538/48-E(II), dated the 15-9-49, is still awited, from the S. Es., S.G.C. & E.C. These officers have again been expedited on 9-1-50.

Resolution No. 8 :- Garden coolies must be employed as Asstt. Malis.- It is not clear how by changing the dwsignation of garden coolies into Asstt. Malis they would benefit in pay. The S. E., C. C., will be requested to offer his remarks as directed by the [redacted]

Yes.
Id/-
19/1

Resolution No. 9 :- P. W. D. employees mus[redacted] get one day off with payment. The President who was asked to point out specific cases where not even hal[redacted] day off was given with pay now states that the store-b[redacted] of the P. W. D. at Poona is given half-day off on Staurdays and a full day on Sunday without pay. The President, therefore, requests Govt. to allow the dai[redacted] rated staff to work the full day on Saturday and half[redacted] day on Sunday so that they may not feel any hardship.[redacted] President also states that the workers on the Sholap[redacted] Nagar Road are not given even half-day off with pay.[redacted] report from the S.E., C. C., may be obtained.

Resolution No. 10 :- Garden coolies must get warm clothing and kamblis one a year. The President who was requested to point out specific cases states that 18 malis working in Bungalows and 5 sweepers working in various Govt. Offices do not get kamblis. A report may be called for from the S.E., C.C., in this respect also.

Yes
Id/-
19/1

2. The addnl. points raised by the President at the interview have been noted upon below.

(1) House-rent may be allowed to men on the work-charged estabt. This question was previously raised by the work-charged estabt. and has been considered in details and negatived in file No. 6919/36-IX. H. R. A. is, however, allowed to the work-charged estabt. which was previously in receipt of C. L. A. vide para. 10 (ii) of G. R. No. 6919/36-IX, dated the 1-4-49. The President may be informed accordingly.

(2) Daily labourers should get some regular increment after a particular period. In the case of those classes pointed out by the President is Reso. No. 4, it will be seen that their present wages are higher then the maximum basic and in that case no increment can be granted. The President may be informed accordingly.

Vide my note on p. 75-76 ante. As the daily rates are based on the market rates, prevailing it is not possible to accept this demand.
Id/-
21/1/50.

(3) Daily rated staff of long standing should be taken atleast on the work-charged estabt. pending the question of making them pt. is decided.- The question of bringing the daily-rated staff on the temporary and pt. estabt. is under consideration. It is proposed to bring a number of coolies, masons and painters in the Central Circle on the pt. and temp. estabt. in file No. 9095/36 and further information has been called from the local officers. Report from the S.E., C.C., is still awaited. He has been expedited on the 20-12-49. The question of bringing them on the work-charged estabt. need not be pursued further. The President may be informed that the question of bringing them on the temporary and pt. estabt. is under consideration.

(4) Daily rated people who are approaching the age of 55 are made pt., it should be seen that they are not put to loss on account of late action in making them pt.- In the year 1943, 1945 & 1947 a number of posts borne in different categories and which were in existence continuously for a long time have been brought on the pt. estabt. The question of bringing few other similar posts on a pt./tempy. basis is under consideration. Unless it is established that the persons whose posts will be brought on the pt. estabt. are in continuous service for a long time, the question of counting their previous service towards pension will not arise. Each case will have to be decided on its merits. No action is necy. on this point.

(5)As regards the President's complain that the daily rated staff in the Presy. Dn., which has been made pt. (presumably work.charged estabt.) have not recd. the differente of pay due to the revision of scales, the Ex. Engr., will be requested to report as directed by the D. S.

Yes
Id/-19/1

3. On receipt of orders on the above paras. further action will be taken.

Id/-
10/1/50.

93.

No. S.37/42/12970-E(II).

PublicWorks Department,
Bombay Castle (Bombay No. 1),
23rd February 1950.

From

The Deputy Secretary to the Government of Bombay,

Public Works Department,

To

The President,
Government Peon's and Inferior Servants' Union,
360, Thakurdwar, Girgaum Road, Bombay.

Subject:- Resolution passed by the Government Peons' and Inferiof Servants' Union at its annual meeting held on the 31st October 1949.

- - - - - - -

Dear Sir,

In continuation of Government Letter No.S.37/42/4730-E(II) dated the 1st February 1950, I am directed to convey the following orders of Government on Resolution No. 4 passed by the Government Peons' and Inferiof Servants' Union at its annual meeting held on the 31st October 1949.

RESOLUTION No. 4:- Government is pleased to sanction the following rates of wages for the various categories of the daily rated establishment in the Poona District as noted below.

Serial No.	Category of Estabtlishment.	Present wages.	Revised wages.
1.	Mason.	3-4-0	3-8-0
2.	Carpenters.	3-4-0	3-8-0
3.	Painters.	2-4-0	2-8-0
4.	Polishmen (when employed).	2-4-0	2-8-0

The above wages are overall wages and are inclusive of an element of Dearness Allowance.

2. Government, regrets, it is unable to accept your proposals to increase the wages of the Mazdoor to Rs. 2/5/- per diem.

3. The remaining resolutions viz., No. 1, 7, 8, 9 and 10 are under active consideration of Government and orders thereon will be issued in due course.

Yours faithfully,

Sd/-
Deputy Secretary to the Government of Bombay,

Public Works Department.

D. A. -Nil.

Copy.....

Copy forwarded to

the Chief Engineer, Public Works Department,

the Electrical Commissioner with the Government of Bombay,

the Superintending Engineer, Central Circle,

the other Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

for information and guidance.

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Copies to :-

the Finance Department,

the Accountant General, Bombay (through the Finance Department),

for information.

No. S. 37/42/58529-E(II). Public Works Department
Bombay Castle (Bombay No.1),
26th July 1950.

From

The Assistant Secretary to the Government of Bombay, Public Works Department.

To

The President,
Government Peons' and Inferior Servants' Union, 360, Thakurdwar, Girgaum Road, Bombay.

Subject:- Demands of Government Peons' and Inferior Servants' Union.

Dear Sir,

With reference to your letter No. 110/50, dated the 16th July 1950, I am directed to state that no useful purpose will be served by an interview.

2. Your statement that nothing has been done so far since your last discussion with the Deputy Secretary is not correct. Orders on certain points have already been issued in Government Letters No.S.37/42/4830-E(II) dated the 1st February 1950 and No. S.37/42/12970-E(II), dated the 23rd February 1950.

3. In continuation of the above Government Letters, I am directed to convey the following orders of Governmet on the remaining points raised by you from time to time.

(1) How many temporary workers in the Poona Division have been made permanent during 1948-49. What is the number now left in the temporary cadre waiting promotion: No temporary workers were made permanent in the year 1948-49. The question of bringing the work-charged and temporary workers on the permanent establishment has been defered for the present due to financial stringency. Meanwhile, the question of extending to them certain benefits like leave, etc., is under consideration.

(2) The work-charged employees have still not been given the arrears for 1947 though they have been given payment according to the Pay Commission Report: The arrears have since been paid.

(3).....

(3) The men in the Poona Division have still not got the house rent: The persons referred to are borne on the work-charged establishment and as such are not eligible for house rent allowance. Your attention in this connection is invited to paragraph 2(i) of Government Letter No.S.37/42/4730--E(II), dated the 1st February 1950.

(4) The steam roller drivers used to be paid at Rs. 80/- per mensem but since 11th December 1948 they have been getting pay in the scale of Rs. 60-4-100. They should be paid in the scale of Rs. 100-5-125-5-155: A revised scale of Rs. 70-5-100 has since been sanctioned for steam roller drivers.

(5) The Poona peons should be provided with a residential chawl and so long as a Chawl is not provided, Government, must give them a higher rate of house rent allowance. It is not possible to provide quarters for all peons. House Rent Allowance as sanctioned by Government for the Poona area is being paid to them.

(6) What are the scales paid to daily-wage workers and what is their daily allowance: There are no regular pay-scales for the daily-rated labour. Their wage-rate is inclusive of dearness allowance and is generally fixed in accordance with the market rate for similar labour.

(7) Daily-rated staff of long standing should be taken at least on the work-charged establishment pending the question of their permanency: The question has been deferred for the present due to financial stringency.

(8) Garden-Coolies (Mazdoors) must be employed as Assistant Malis: The question is under consideration of Government.

(9) The daily-rated staff at the Public Works Department Store should be given one-day off : Orders are being issued to the Superintending Engineer,

Central Circle, to give the daily-rated staff with pay once a week.

(10) Workers on the Sholapur-Nagar Road are not given even half-day off with pay: On investigation it has been found that Mazdoors working on the Poona-Ahmednagar and Poona-Sholapur Road lying within the Poona Division are given half-day off with pay.

(11) Eighteen Malis working in Bungalows and five sweepers working in various Government offices do not get Kamblis: The sweepers engaged for in door jobs are not eligible for free supply of kamblis. Three Malis working in the Central Offices Garden are in receipt of free supply of kamblis. The question of providing the remaining Malis with Mamblis is under consideration of Government.

Yours faithfully,

Sd/-
Assistant Secretary to the Government of Bombay, Public Works Department.

D.A.-Nil.

Copy to -

the Chief Engineer, Public Works Department,

the Electrical Commissioner with the Government of Bombay,

the Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

for information in continuance of Government Letter No. S.37/42/12970-E(II), dated the 23rd February 1950.

2. The Superintending Engineer, Central Circle, is requested to extend to the daily-rated staff working in the Public Works Department Store the concession of half-day off with pay, once a week, sanctioned in Government Letter No. S.37/18/12779-E, dated the 28th August 1942.

No.S.37/42/75759(1)-E(II). Public Works Department
Bombay Castle (Bombay No.1)
28th September 1950.

From

The Assistant Secretary to the Government of Bombay, Public Works Department.

To

The President,
Government Peons' and Inferior Servants' Union,
360, Thakurdwar, Girgaum Road,
Bombay.

Subject:- Demands of Government Peons' and Inferior Servants' Union.

Dear Sir,

With reference to Government Letter, Political and Services Department, No.5441/34-30675-D, dated the 18th July 1950, I am directed to convey the following decision of Government, so far as this Department is concerned, on the Resolutions passed by the Government Peons' and Inferior Servants' Union, at its meeting held in June 1950:-

(1) Resolution No.2:- House rent allowance is given to all Government employees according to the scales and at places sanctioned by Government. No separate house rent allowance can, therefore, be sanctioned for Public Works Department employees only.

(2) Resolution No.8:- Your attention in this connection is invited to paragraph 3(1) of Government Letter No.S.37/42/58529-E(II), dated the 26th July 1950.

(3) Resolution No.8:- The scale of steam road roller drivers has since been revised from Rs.60-4-100 to Rs.70-5-100-vide paragraph 3(4) of Government Letter No.S.37/42/58529-E(II), dated the 26th July 1950.

As regards oil engine drivers, I am to request you to elucidate whether by oil engine drivers are meant drivers of road rollers driven by oil engine drivers, and, if so, which.

(4)....

(4) Resolution No.9:- The question of designating garden mazdoors as Assistant Malis and of supplying kamblis to them is under consideration.

As regards your request to grant the daily-rated staff full day off with pay in a week, your request cannot, it is regretted, be acceded to.

Yours faithfully,

Sd/-

(D. N. Daruwala,)
Assistant Secretary to the Government of Bombay,
Public Works Department.

D. A. :- Nil.

Copy forwarded to -

the Political and Services Department (with a copy of Government Letter, No.S.37/42/58529-E(II), dated the 26th July 1950),

the Chief Engineer, Public Works Department,

The Electrical Commissioner with the Government of Bombay,

the Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

in continuation of Government Endorsement No.S.37/42/58529-E(II), dated the 26th July 1950.

15 219.

No.S.37/42/68532-E(II). Public Works Department,
Bombay Castle (Bombay No.1),
21st November 1950.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Government Peons' and Inferior Servants'
Union (Poona Branch).

Subject:- Demands of Class IV Government servants.

Dear Sir,

With reference to your letter dated the 9th October 1950 and certain other points raised by you at the interview with the Honourable Minister, Public Works Department, on the 27th October 1950, I am directed to convey the following order of Government on the various points:—

(1) That 15% of the temporary workers, if not 25%, should be made permanent as was considered some time back. - The question of bringing the temporary workers o n the permanent establishment has been deferred for the present due to financial stringency and will be taken up with the return of normal times.

(2) That in big gardens or bungalows or like thatin the Council Hall Compound, Poona, two Malis should be appointed instead of one. - I am directed to requestyou to please state the various gardens of bungalows and offices where it is considered necessary to appoint a second Mali.

(3) Leave as granted by the Municipal Corporation, Poona, may be given to Class IV workers on daily wages- The question is under consideration.

(4) That some graduity be granted to those workers on daily wages who will be discharged due to old age.- The question is under consideration.

(5) and (6) That Mazdoors and other workers on daily wages who have been discharged for want of vacancies should be preferred to outsiders for re-appointment.- - The local officers are being instructed to give preference to retrenched personnel over outsiders in ma

xp

appointments.

2. As regards the demand for an increase in the wage-rate of the daily-rated staff at Poona, I am to request you to state the category of staff in whose case the wage-rate is sought to be raised.

3. As regards grant of House Rent Allowance to the work-charged establishment, I am directed to state that the question is under consideration and orders will be issued in due course.

4. The question of designating Mazdoors as Assistant Malis and giving them Kamblis as admissible to Malis is also under consideration.

5. It has been observed that some of the points raised by you have already been raised by the President, Government Peons' and Inferior Servants' Union, Bombay I am, therefore, directed to request you to forward all demands whether of a general nature or pertaining to a particular place through your Head Office to avaid unnecessary duplication of work. In future, no correspondence will be entertained from Branch Offices.

Yours faithfully,

Sd/-
22/11/50.
(D.N.Daruwala,)
Assistant Secretary to the Government of Bombay,
Public Works Deprtment,

D.A. -Nil.

Copy forwarded to the President, Government Peons' and Inferior Servants' Union, Bombay, for information.

Copies forwarded to -
the Chief Engineer, PublicWorks Department,
the Electrical Commissioner with the Government of Bombay,
the Superintending Engineers of Circles,
the Electrical Engineer to Government,
the Public Health Engineer to Government,

in continuation of Government Endorsement No. S.37/42/75759-E(II), dated the 28th September 1950.

2. The local officers are requested to give preference to retrenched over outsiders in making appointments.

17

S.37/42/30594.

P. W. D.

These papers deal with the grievances of the Bombay Government Peons' and Inferior Servants' Union which were discussed at a deputation of the Union headed by Shri S.H.Jhabwala on 9-5-1951. A brief note on each of the point raised by the deputation is dealt with below.

(1) Mazdoors and others at Poona have been threatened by the Karkuns from becoming members of the Union:- The S.E., C.C., reports that theEx. Engr., Poona Division, who enquired into the matter found that no such threats as alleged by the Union was given by the karkuns. The Ex.Engr. has also called the labour and informed them that they are at full liberty to become members of the Union. The President may be informed accordingly.

(2) Taking over the daily-rated staff on the work charged establishment. The question of taking over some of the daily-rated staff with long service or the pt. establishment was considered in the past. Due to financial stringency the question has, however, been dropped for the present - vide Government Letter No.9095/36-E(II), dated 8-5-1950, and the notes underlying it. The President may be informed that the request cannot be granted.

(3) Taking over the work-charged staff on the temporary and permanent establishment. The question of bringing a certain number of work-charged persons, belonwing to the various categories, on the permanent establishment is under consideration. Reports have been called for from the local officers and are awaited from some of them. They are being expedited from time to time in file No.ESW 1952.

(4) Increasing the wages of the daily rated staff at Poona and (5) granting important holi-days with full pay: The Superintending Engineer, Central Circle, states that the present wage-rate of the daily-rated staff is quite sufficient. No revision is, therefore, considered necessary.

As regards grant of important holidays with pay, it may be stated that it is not possible to grant any holiday with wages to the daily-rated staff as it is bound to

increase considerably the cost of work on which they are employed. Important holidays like "Independence Day" and "Republic Day" have however been granted to them.

(6) Supply of Kamblies to all work-charged Malis and sweepers in Poona :- The question is under consideration of Government in file No. NS19/3059i.

(7) Fixation of pay of the Road Roller Drivers and Fireman at Poona :- The Superintending Engineer, Central Circle, has reported that there is only one Road Roller Driver at Poona and his pay is being fixed in the scale of Rs.70-5-100. The President may be informed accordingly.

As regards the firemen at Poona, the Superintending Engineer, Central Circle, states that there are no posts of permanent and temporary firemen in his Circle and the question of refixation of pay does not arise. Those who are engaged on the work-charged establishment are now paid according to the revised scales.

Id/-
18/4/52.

2. The draft put up may issue, if approved.

Thro: A.Br.

Id/-
18-4-52.

Id/-
17/4/52.

Id/-
19-4-52.

P. & S.D. should see.
Id/-
21-4-52.

u.o.r. to the P.& S.D., dt. the 23rd April 1952.

17 295.

Letter.

No.S.37/42/30594-F.

Public Works Department,
Bombay Castle (Bombay No.1),
9th May 1952.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Government Peons' and Inferiof Servants Union,
360, Thakurdwar, Girgaum Road, Bombay.

Subject:- Grievances of Class IV servants.

Sir,

With reference to the correspondence resting with your letter No.63/51, dated the 19th April 1951 and the points raised by you at a meeting of the representatives of the Union and the Deputy Secretary to Government, Public Works Department, on 9th May 1951, I am, directed to convey the following orders of Government.:-

(1) Mazdoors and others at Poona have been threatened by karkuns from becoming members of the Union. On investigation it has been found that the allegation made by you is not correct. I am, to request that in making complaints names of all persons concerned may be quoted. I am to add that vague allegations in no way help in mitigating the grievances of Government Servants.

(2) Taking over the daily-rated staff on the work-charged establishment. The request cannot, it is regretted, be granted.

(3) Taking over the work-charged staff on the temporary and permanent establishment. The question of bringing certain number of work-charged persons, belonging to the various categories, on the permanent establishment is under consideration of Government.

(4) Increasing the wages of the daily-rated staff at Poona and (5) granting important holidays with full pay. The wage-rate given to the daily-rated staff at Poona is considered adequate and no revision is considered necessary at present.

The..

The request regarding grant of important holidays with full pay to the daily-rated staff cannot, it is regretted, be granted. National holidays like "Independence Day" and "Republic Day" are, however, granted to the daily-rated staff with wages.

6) Supply of Kamblis to all work-charged Malis and sweepers in Poona. The question is under the consideration of Government.

7) Fixation of pay of the Road Roller Drivers and Firemen at Poona. There is only one Road Roller Driver in the Poona Division and his pay is being fixed in the revised scale.

As regards fixing the pay of firemen in the Poona Division, I am directed to state that as there are no firemen on the temporary and permanent establishment, the question of fixing their pays does not arise. Firemen on the work-charged establishment are being paid according to the revised pay-scales.

By order of the Governor of Bombay,

Sd/-
10/5/52.

(J.M.Dave,)
Assistant Secretary to the Government
of Bombay, Public Works Department.

D.A. -Nil.

Copy forwarded to -

the Chief Engineer, Public Works Department,

the Chief Engineer, Bombay Electric Grid,

the Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

for information.

31/8/56